

Petcare Sustainability Assistant General Counsel

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Company: Mars

Location: Brussels

Category: office-and-administrative-support

Job Description

:Consistent with the Five Principles, Mars Petcare is a global segment within the global Mars Inc. organization that is dedicated to delivering against a successful growth strategy while ensuring that our corporate programs and business initiatives have positive environmental and societal Impact. To ensure that Mars Petcare is able to deliver against this agenda, it is critical that the legal function provides ongoing strategic and operational support in the areas of business and human rights and environmental stewardship. It is essential that the programs and processes developed across all of the Mars Petcare Sustainability Initiatives, as well as within each of the Petcare Divisions, support compliance with evolving laws, regulations and global standards. This role is a key enabler and strategic partner across the Mars Petcare business, including critical supply chains and all other operational dimensions. The role is also a strategic partner to Mars, Inc. Sustainability programs and the Corporate Compliance Function. **What are we looking for?**

Education & Professional Qualifications

Juris Doctorate from an accredited law school Licensed to practice law (Admitted to State bar or relevant jurisdiction)

Undergraduate/Bachelors degree

Knowledge / Experience

12-15+ years of experience;

Expertise in the area of Global Sustainability and Human Rights;

Preferred candidate has diversified legal experience in private practice/ corporate environments, as well as engagement in policy and legal forums.

Demonstrated effectiveness of working with internal corporate stakeholders, third party experts, NGOs, government and regulatory organizations.

What will be your key responsibilities?

Provide legal advice to ensure Mars Petcare's commitments related to corporate social and environmental issues are in compliance with external legal landscape, and anticipate evolving global regulations;

Establish segment based legal strategies in partnership with Corporate Sustainability and Corporate Legal partners, as well as other functional teams in the Mars Petcare segments, including each of the divisions (Pet Nutrition, Royal Canin, Mars Veterinary Health and Science & Diagnostics), in the spheres of sustainability, human rights, sourcing, environment and other related corporate areas;

Develop protocols, systems and guidance for teams across Mars Petcare & relevant Divisions on a range of complex environmental, human rights, sourcing and sustainability issues, including the effective operationalization of all relevant corporate policies;

Provide day to day guidance and legal support on Mars Petcare sustainability initiatives, and work across Petcare divisions to support consistent practices and programs such as, for example, Sustainable in a Generation programs;

Oversee and support compliance with sustainability, human rights and environmental laws across the Mars Petcare business segment, with particular focus on high risk supply chains and high-risk markets;

Partner with the Corporate Compliance team as appropriate in relation to investigations and oversight of sustainability, sourcing, human rights and environmental issues in Mars Petcare's operations and supply chain;

Partner with each of the Petcare Division's General Counsels, as well as Segment senior leadership, in particular Petcare's VP Global Sustainability, to ensure key stakeholders are

kept apprised of sensitive sustainability issues;

Draft, review, and/or approve relevant documents and resources in support of Mars Petcare's sustainability agenda;

Develop and deliver training and capacity building for key personnel and teams in Mars Petcare with regard to legal risk pertaining to sustainability;

Provide expert guidance on sustainability-related legal risk and strategy;

Track emerging international and domestic law relevant to sustainability, human rights and the environment; and

Partner with corporate and regional legal teams to track regulatory requirements and ensuring timely submissions of reports and compliance related filings.

Engage with Mars Petcare functions on contracts support and third-party risk management related to supplier codes of conduct, human rights escalations and other areas requiring legal advice;

Support the representation of Mars Petcare in external forums, as required, particularly in relation to applicable laws (e.g. anti-trust laws) and regulatory changes;

Work proactively to help Mars Petcare more firmly align its policies, procedures, and public statements with existing and emerging sustainability, human rights and environmental legal expectations, including developing processes to support this alignment;

Partner with Corporate Affairs to support external engagements and strategic initiatives, in the sphere of sustainability and provide expert guidance and perspective to Public Affairs on pressing policy issues affecting the nexus of business and sustainability, human rights and the environment;

Seek assistance from and manage external counsel when necessary.

What can you expect from Mars?

Work with over 130,000 diverse and talented Associates, all guided by the Five Principles.

Join a purpose driven company, where we're striving to build the world we want tomorrow, today.

Best-in-class learning and development support from day one, including access to our in-house Mars University.

An industry competitive salary and benefits package, including company bonus.

Mars is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. The company is pleased to provide such assistance, and no applicant will be penalized as a result of such a request.

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